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AUDIO RECORDING OF TELEPHONE CONVERSATION
BETWEEN GREG OPLOTHNIK AND ROB MELTON
ON AUGUST 16, 2022
TRANSCRIBED ON AUGUST 26, 2022

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(BEGINNING OF AUDIO.)

MR. MELTON: And either they're hiding it from you or you didn't tell me. I didn't know --

MR. OPLOTNIK: There was not a master plan for Poos (phonetic) to take over. That is not true.

They -- Brandon was putting him to have him over all of spine and all of our areas and --

MR. MELTON: And all -- and all -- and all of Dallas and all of that stuff.

Dude, I --

MR. OPLOTNIK: It --

MR. MELTON: That's the -- that's the problem. I mean, nothing was ever communicated. Nothing was ever --

MR. OPLOTNIK: No. I told you that and I told you the reason why it wasn't a fit for you. Because of your young kids and wanting to go to their games and everything else, that it wouldn't --

I mean, we talked about that, Robbie.

MR. MELTON: I know what you and I talked about. I know what we've talked about for a long time. And I know none of it's happened. And I just --

MR. OPLOTHNIK: How did it not happen. I -- we hired people so you could have your life back. we

1 hired two people so you could spend more time with
2 your kids.

3 MR. MELTON: well, those people -- those are
4 the people that have caused me -- those are the people
5 that cost me more time at -- you know, at work.

6 But I love them. And I would have trained
7 them forever had I known -- had I not known what was
8 coming. I didn't feel right and I didn't, you know --
9 none of that stuff, to me, felt good, to be that guy
10 and then turn around and shit on them.

11 MR. OPLOTNIK: I know.

12 Look, you knew -- I mean, look, this has been
13 coming. Because I know what -- how much time it takes
14 to orchestrate something like this to the detail,
15 which has Poos' deal all over it. I mean, that's --

16 MR. MELTON: Dude, that's not --

17 MR. OPLOTNIK: -- it's been going on for six
18 months.

19 MR. MELTON: Yeah. To the detail that
20 Poos had his -- Poos' handprint all over it. I mean,
21 there you go right there.

22 I mean, look. I'm not -- I get the thing
23 with Poos and I get it. Like, he's a totally
24 different person because he's not dealing with that
25 and that's not good.

1 But I will say --

2 MR. OPLOTNIK: I just think you have a heart
3 and he's heartless. I mean, so I just think y'all are
4 two different people.

5 MR. MELTON: Don't disagree.

6 But I think you and Brandon are two different
7 people, too. Because I think the same thing about you
8 and him. I think he's heartless and I think you have
9 a heart.

10 MR. OPLOTNIK: Well, I just --

11 MR. MELTON: And I told you a long time
12 ago -- I -- all I could see was the incoming and you
13 not being there. And I kept asking you and asking
14 you, what's going on happen when you go? And I never
15 got an answer.

16 All I could see was me working for the
17 fucking -- the God master that walks around with his
18 chest puffed out where everybody has to bow to him.

19 You're not like that.

20 And I'm not bound to somebody that I
21 freaking --

22 You know, your wife told Nicky that --
23 that -- when she told her how much she loved her and
24 she was sorry, she told her how much Brandon and
25 everybody had helped me get to where I am.

1 You know, that's -- that's the most heart
2 staking thing you can say to me because I got zero,
3 zero, nothing for him.

4 I mean, you want to know where it comes from
5 my side? It's right there. And I think you know
6 that.

7 MR. OPLOTHNIK: Well, I think you feel that
8 way. But, I mean, you've got to remember back. When
9 you came in, we had zero doctors. We -- you had a
10 virgin territory with no doctors and it took you 18
11 months to get your first physician, you know. And you
12 were ready to quit --

13 MR. MELTON: No. It didn't take me 18
14 months --

15 MR. OPLOTHNIK: Or 14 months.

16 MR. MELTON: -- it took me nine months.

17 MR. OPLOTHNIK: Or nine months.

18 It took awhile. Right?

19 MR. MELTON: In nine months I was --

20 MR. OPLOTHNIK: But Brandon was working that,
21 we were working that. We were working Odor. We
22 changed where we were working out with Hisey to
23 eventually get -- get you and Brady rolling.

24 MR. MELTON: So (crosstalk) --

25 MR. OPLOTHNIK: And I know you worked your

1 dick off.

2 MR. MELTON: who did you get for me? Because
3 I got -- because I got Francel.

4 MR. OPLOTRNIK: Yep.

5 MR. MELTON: And then I got Cagle -- I mean,
6 I got -- I got the old -- Shoenhals and the old man.
7 I can't even think of his name right now. I got all
8 of their stuff. And I got Wienecke.

9 I mean, it is what it is. But, like, I don't
10 know -- I'm still looking for that right now.

11 Because Odor's gone, you know, because Brady
12 was taking care of it. Whatever. I mean, I'm just
13 telling you.

14 MR. OPLOTRNIK: But, I mean, look --

15 MR. MELTON: I mean, I (crosstalk) --

16 MR. OPLOTRNIK: -- the investment in Tebow
17 helped get Phelps. Right?

18 MR. MELTON: It's the same -- it's the same
19 thing your wife -- the same thing your wife -- you
20 know, when your wife said, Everybody's done everything
21 to get Robbie to where he was. But she forgot about
22 what Robbie's done.

23 And I'm not looking -- I just told you, when
24 I (crosstalk) --

25 MR. OPLOTRNIK: Robbie, you worked your ass

1 off. You outworked everybody all the time. I,
2 actually, 100-percent agree with that.

3 MR. MELTON: No. I haven't -- I haven't in
4 the last year because I got sick of this place. I got
5 sick of fucking doing and nobody fucking appreciating
6 anything.

7 I'm telling you right now, I mean, I changed
8 my attitude a year-and-a-half ago and I said, Fuck
9 this, I'm not doing shit.

10 Nobody gives two fucks about what you do.
11 They just take it and go on.

12 MR. OPLOTHNIK: That --

13 MR. MELTON: Just like the Payne thing. Just
14 like the Payne thing. Nobody was going to do the
15 Payne thing. And guess who sat Micah down and said,
16 we're going to get you off of your tit. And in 2020
17 we don't have any new doctors coming in. We're going
18 to get you off your tit.

19 Oh, nobody's getting any fucking credit for
20 that either.

21 I'm just saying, Dude. It -- all I could see
22 was you leaving and everybody else -- you know, all
23 their master plan.

24 I've got to take care of my family and
25 that's -- that's -- at some point that takes precedent

1 over everything -- precedence over everything. And
2 that's -- that's -- you know --

3 MR. OPLOTHNIK: Robbie, you -- I mean --

4 MR. MELTON: -- I'm being -- I'm being --
5 Do what?

6 MR. OPLOTHNIK: I did everything to ensure you
7 took care of your family. I -- I mean, I tried to get
8 every dollar your way. You're making 900 grand, a
9 million. I mean, I did everything to make sure your
10 family was taken care of.

11 I gave in on everything. Anything you ever
12 asked me, I gave -- I've supported you on. Anything
13 and everything.

14 MR. MELTON: And I have -- and I've always
15 been appreciative. And I told you -- I told you that,
16 everything you've done for me. But if something -- if
17 a company --

18 You know this has happened 30 times and I've
19 said no.

20 MR. OPLOTHNIK: Right.

21 MR. MELTON: But when a company comes and
22 offers you the world, at some point you've got to take
23 it. I mean, it was -- it was -- it was doing
24 something you've done that would have changed your
25 life. I mean, bottom line.

1 of course you can say you can turn that stuff
2 down now at your -- your time in your life, Opy, but I
3 haven't been a principal distributor for 25 years and
4 have everything you have and not turn -- and turn down
5 a whole bunch of stuff to get to where you're at.

6 I mean, you're not -- you're not thinking
7 about everything that -- that I've done as -- as --
8 as -- for you, too.

9 I mean, believe me, this is the hardest thing
10 I've ever done in my life. I cried to my wife for
11 weeks on -- weeks and weeks on end. And she did the
12 same thing. Only for you. She could give two craps
13 about anybody else, and Tyler and Christy.

14 MR. OPLOTHNIK: But why not -- I don't
15 understand. Why not just say, Hey, guys, we're
16 leaving. We're leaving.

17 You know, you'd tell us a week in advance,
18 I'm going to get all of your inventory by Friday, I'm
19 going to start, you know, competing at --

20 MR. MELTON: Why can't you get all of your
21 inventory now?

22 MR. OPLOTHNIK: Well, it --

23 MR. MELTON: I'll be glad --

24 MR. OPLOTHNIK: I mean, because it obviously
25 crippled us on Friday. I mean, obviously -- and,

1 look --

2 MR. MELTON: well, it cripples you no matter
3 what.

4 MR. OPLOTNIK: well, I mean -- I mean,
5 obviously. I mean, we talked about --

6 I mean, look, y'all did a great job going to
7 the docs and getting it teed up. And we knew you
8 would do that. Right? Because you had the
9 relationships. You were in the field with them. I
10 mean, I never doubted you -- especially you, on any of
11 your relationships, ever.

12 I mean, but it did cripple us because we were
13 blind. I mean, we've got third-party contacts. What
14 do I do with those? What do I do with all of this
15 overhead? Do I fire Phillip? Do I fire Mike? What
16 do I do with all of this stuff?

17 MR. MELTON: Yeah. I mean, you know, as to
18 the third-party contracts, I mean, I --

19 Dude, do you think -- like, do you think that
20 I go a day without those third-party contracts not
21 contacting me? Okay. Then all of a sudden I get
22 something from an attorney, then I quit. I don't -- I
23 don't talk to them anymore.

24 Is that my fault that they reach out to me
25 because they know that I'm -- that I left? Like, all

1 of this stuff is just asinine and it's just pissing
2 people off.

3 And not me. I can -- I can deal with it.

4 I'm just -- I'm just saying, like, it's
5 silly, for no -- for no reason. Like, I will help you
6 with anything you need help with. Anything. And I'll
7 continue --

8 I'm using your bone graft all the freaking
9 time. I'm doing stuff of that nature. I mean --

10 *(Crosstalk.)*

11 MR. OPLOTHNIK: But I didn't -- but I --

12 MR. MELTON: -- because I don't care.

13 MR. OPLOTHNIK: But how do -- I mean, I didn't
14 even know you were using bone graft. How does it get
15 replenished? How do we track the inventory? How do
16 we --

17 MR. MELTON: Because I called Micah and told
18 him to reorder.

19 Like, do you think I'm dumb enough --

20 Like, you're going to do it, anyway. You're
21 not going to do it. Becky's not going to do it.
22 Brandon's not going to do it.

23 I called the people I know -- I didn't
24 call -- I told Tye -- tried to tell Tye what to do.
25 He didn't have a fucking clue what I was talking

1 about. So I called Micah.

2 MR. OPLOTRNIK: Okay. I know.

3 Look, it's just going to be -- it's going to
4 be difficult for awhile. You know that. It's going
5 to be high emotions for all of us.

6 MR. MELTON: Well, it's high emotions for me,
7 only with you. I can take anything Brandon throws at
8 me, whatever. I'm -- but this deal with you and the
9 stuff that Darcy said to Nicky, that's fucking just --

10 MR. OPLOTRNIK: That's because she --

11 MR. MELTON: -- that's just a flat baldfaced
12 lie.

13 MR. OPLOTRNIK: That's --

14 MR. MELTON: That's a baldfaced lie.

15 MR. OPLOTRNIK: Look Darcy's rattled. She
16 sees -- obviously, I'm crying, upset.

17 I mean, just the same way Nicky would --

18 MR. MELTON: So am I.

19 MR. OPLOTRNIK: I mean, I know. But
20 they're -- they're both defending us. Right? I
21 mean --

22 MR. MELTON: Well, but she didn't call it
23 defending. All she did was call to tell her how much
24 she loved her.

25 MR. OPLOTRNIK: I know.

1 MR. MELTON: That's it.

2 I mean, she didn't call us to say --

3 MR. OPLOTHNIK: Darcy let me read the
4 text yesterday and I told her she should not have
5 responded in that way, at all.

6 I mean, and she apologized to me.

7 MR. MELTON: But listen, at the end of the
8 day her and I both said, you know, it's you that we're
9 going to miss. Nobody else. It's you that I miss
10 right now. But it is --

11 But Dude, I can't do anything about how you
12 guys decided to go on about your business and about
13 your life. I told you it just wasn't me anymore, Man.

14 I mean, do you know that whenever I -- it was
15 time for me to interview Tye, that I got a call from
16 Usheta (phonetic) that was, like, well, you know, we
17 can let you interview Tye but we also think -- I think
18 you need to interview this --

19 I mean, she's telling me who to interview for
20 my business, like, whether I can interview Tye or not,
21 and if I need to interview -- and that I need to
22 interview these other people.

23 She -- somebody I don't even know, is telling
24 me how to -- how to -- who I can hire for my
25 business -- for my business, I mean, that makes all of

1 you money.

2 That was when I drew the line from you and I
3 was, like, I'm out. That was the final straw, just so
4 you know. And I believe I told you that and you
5 didn't even listen to me.

6 MR. OPLOTNIK: Well, I remember you told me
7 you -- you couldn't take it.

8 But why didn't y'all -- why didn't you just
9 cut ties then? why --

10 MR. MELTON: Because I had to --

11 MR. OPLOTNIK: -- hire these people?

12 MR. MELTON: -- put a game plan together. Do
13 you think I'm going to cut ties and just fucking go
14 shit on myself?

15 MR. OPLOTNIK: No. But it -- I mean, with
16 your relationships, it wouldn't take you a month and
17 you'd be going.

18 MR. MELTON: No, Opy. It wasn't a -- it
19 took -- that was seven months ago. And that's how
20 long it took.

21 I mean, how -- seriously, you think something
22 like this could be put together in freaking a month?

23 MR. OPLOTNIK: No, no. I knew there was no
24 way.

25 MR. MELTON: You said that.

1 MR. OPLOTNIK: No. I -- I know. But I'm
2 just wondering why -- why not just cut ties with us
3 seven months ago?

4 I know it takes that long to plan, but surely
5 they could have -- within a month Stryker could have
6 got you the check, paid you guys well, and then moved
7 it all. You know what I mean? Versus us --

8 MR. MELTON: (Inaudible.)

9 MR. OPLOTNIK: Well, because us adding
10 additional overhead and people, you knowing that --
11 that it was going to, you know, scorch the earth.

12 MR. MELTON: Well, I didn't know it was going
13 to scorch the earth.

14 I mean, I knew it was going to scorch the
15 earth. But I didn't plan on all this inventory stuff
16 being an issue.

17 I've got every opportunity in the world to
18 help you guys out. And I've been doing it but nobody
19 wants to reach out to find out. Mike Williams just
20 wants to bash my fucking name to everybody he calls.

21 And just another reason -- I told you,
22 another reason. I knew -- I'm not an idiot. I know
23 what -- I mean, I know you guys think I'm a dumbass
24 fucking country boy, all of you. But I can tell
25 you --

1 MR. OPLOTNIK: Robbie, I don't. I know
2 how -- I mean, look, I -- I know --

3 MR. MELTON: Well, the rest of them do. The
4 rest of them do.

5 And he's fucking bashing me to every
6 third-party company. So is Phillip. Phillip fucking
7 stupid ass. He has no idea what kind of hole he's
8 backing himself into, for no reason.

9 One of my only other texts was to Phillip,
10 telling him how much I love him and I'm sorry and
11 thank you so much for your support over the years.

12 MR. OPLOTNIK: Right.

13 well, I -- but why -- why -- I mean, why not
14 give us a week to get all of our inventory in and
15 checked in, audit it up, so --

16 MR. MELTON: Okay. But I'm --

17 MR. OPLOTNIK: -- we could all square up.

18 MR. MELTON: -- giving it to you now. I'm
19 giving it to you now.

20 MR. OPLOTNIK: But I --

21 MR. MELTON: I'm able to help you for this
22 next week.

23 what's the difference between last week and
24 this week? You're not (crosstalk) --

25 MR. OPLOTNIK: Because there were cases we

1 were liable for, starting Monday.

2 MR. MELTON: That's bullshit. If there was
3 anything you needed to be there for, I would have
4 freaking had you there.

5 MR. OPLOTNIK: But how do you leave and not
6 be on our liability side and be on Stryker's and use
7 our stuff to cover the cases to save us.

8 MR. MELTON: I didn't use your stuff to cover
9 the case, period, nothing.

10 MR. OPLOTNIK: Then why not bring it all back
11 so we can audit it and square it up?

12 MR. MELTON: Because I couldn't tell you,
13 Opy.

14 I'm telling you right now, I will.

15 MR. OPLOTNIK: Okay. I mean, that's -- I get
16 it.

17 I mean, I'm sure --

18 MR. MELTON: It's been one day since it's
19 happened.

20 MR. OPLOTNIK: Well, no. I understand.

21 And, you know, what I've got to think, too.

22 I mean, Stryker has to help you plan that roadmap and
23 you've got to listen to their attorneys. I'm

24 thinking -- I'm sorry. I know -- I know how that deal
25 goes down.

1 And, I mean, you probably would have done it
2 different if it -- you know, if all the legal shit and
3 everything else, so --

4 MR. MELTON: Look, all I know is I love you
5 and I'll be willing to help in any way you need help.
6 Any way.

7 MR. OPLOTNIK: Okay.

8 MR. MELTON: And I will help you guys at any
9 cost.

10 MR. OPLOTNIK: Okay.

11 MR. MELTON: I mean, I just don't -- I'm
12 not --

13 You know, I'm sure there's 10 other people
14 listening on the other end. I don't -- I don't even
15 care. I'm just telling you --

16 MR. OPLOTNIK: No. I'm at home.

17 MR. MELTON: -- for your and my friendship --

18 MR. OPLOTNIK: I know.

19 MR. MELTON: For your and my friendship, I
20 will do anything I need to do. I will go anywhere I
21 need to go to try to help this situation out.

22 But I can tell you one thing, I have not
23 thrown your stuff anywhere, I haven't done anything.
24 I've left up what I think might need to be used of
25 yours. I would --

1 The fact that she inclined (sic) that I put
2 doctors and patients at harm, that's the most fucking
3 gut-punching thing I've ever heard from somebody. I
4 would never, ever -- I mean, ever put patients in
5 harm's way.

6 I've got more backups now than I've ever had
7 in my life, plus everything that you guys have up that
8 I think he might need. And if he would need it, they
9 would get a call from the rep -- or the rep would get
10 a call, just exactly like I've done on everything.

11 MR. OPLOTNIK: Okay.

12 MR. MELTON: You found out about the
13 spinology stuff. well, hell, I mean, I didn't know --
14 I, honestly, was -- was told different. So it is what
15 it is.

16 So I haven't talked -- I haven't said a word
17 to them, since.

18 I got a letter from an attorney, period.

19 MR. OPLOTNIK: Oh, so you -- the manager --
20 the spinology manager was working with you? He knew
21 everything, I assume, from a long time ago?

22 MR. MELTON: well, I mean, do you think
23 that -- do you think that people don't think --
24 know --

25 Like, I've been working with these companies

1 forever. How would you assume when I say, Look,
2 I'm -- I'm leaving RX. I called them all the day --
3 the day of -- I mean, I didn't tell anybody until the
4 day of.

5 MR. OPLOTRNIK: Well, Zavaion knew. He told
6 me he knew for awhile.

7 MR. MELTON: Well, actually that's the only
8 person that knew, was Zavaion, yeah.

9 And, I mean, it doesn't matter. Either way,
10 they're going to find out.

11 MR. OPLOTRNIK: No. I understand.

12 MR. MELTON: And I'm not -- I wasn't
13 representing myself any way. I wasn't -- I mean, all
14 I did was answer questions.

15 I mean, I'm going to work for Stryker.

16 MR. OPLOTRNIK: Right.

17 But obviously, you can see, from my point of
18 view, we had no idea those cases were on Monday. We
19 had no idea what inventory. And we're --

20 MR. MELTON: I couldn't fucking talk.

21 MR. OPLOTRNIK: -- we had the liability --

22 MR. MELTON: I couldn't talk --

23 MR. OPLOTRNIK: -- on spinology.

24 MR. MELTON: Okay. But, guess what? You
25 sent something to their attorney so I couldn't talk to

1 you. I couldn't -- I didn't know what the fuck was
2 going on. All I knew was I couldn't talk.

3 MR. OPLOTHNIK: Well, what -- if the attorney
4 didn't send us anything, what was the plan? I don't
5 understand how the patient was going to get taken care
6 of.

7 MR. MELTON: Because everything was up and
8 ready to go.

9 MR. OPLOTHNIK: But I thought there was --
10 there was cannulas missing and biologics, is what
11 you -- you sent to her, so we had -- had to have it
12 couriered.

13 MR. MELTON: Exactly.

14 Look, when I cut off -- got cut off
15 communication, they were sending all kinds of -- they
16 were supposed to be sending a -- they were setting up
17 something with Integris to get a par. And I said, You
18 guys got to -- got to make sure you do it or Integris
19 isn't going to have what they need.

20 And that was on the regional managers. That
21 was his job and he must have put it in somebody else's
22 hands. All I know is it didn't get done. And I found
23 that out on Saturday and I started freaking out and
24 said, You guys better get bone there. It's obvious --

25 And then I get a letter from them.

1 MR. OPLOTNIK: Right.

2 *(Crosstalk.)*

3 MR. OPLOTNIK: Well, and Sentinel knew -- I
4 mean, Sentinel, we talked to his manager. I mean,
5 Sentinel has known for a long time this was going on,
6 too.

7 which, I mean, I know you guys need that,
8 too.

9 So I don't know. I've just got to -- right
10 now it's just about survival mode. You know, I
11 mean --

12 MR. MELTON: I get it. I get it.

13 But you're telling me survival mode is
14 getting everything -- inventory and all of that stuff,
15 and I'm telling you I'm here to help.

16 MR. OPLOTNIK: Well, and it's helping figure
17 out to keep people that we all care about that's been
18 with us for a long, long time still a job. Right?
19 It's not about --

20 MR. MELTON: Well, that --

21 MR. OPLOTNIK: It's about all of it.

22 MR. MELTON: Well, I'm willing to -- I'm
23 willing to help in any way I can.

24 And I -- you know, I called Micah yesterday
25 and told him to order another \$60,000 worth of bone

1 graft, you know, all of that stuff, so --

2 MR. OPLOTHNIK: All right.

3 MR. MELTON: I'm -- I'm not -- I'm not being
4 a -- the earth scorcher that you think I am. I'm
5 just -- did what I had to do. And now I'm trying to
6 help you pick up the pieces, but (crosstalk) --

7 MR. OPLOTHNIK: Well, I'll call you or I'll
8 have Micah call you.

9 And, you know, we've got to go pick up Mercy
10 today. I mean, obviously we're shorthanded, trying to
11 get to all of these different hospitals to get stuff.

12 But we're -- we're -- we're getting it done
13 as quickly as possible. I mean, that's the only way I
14 can -- I mean, we've got, really -- yeah, we're
15 shorthanded with everything going on with Payne and
16 everything else, I mean. But we'll figure it out.

17 But you will get some phone calls and asked,
18 you know, potentially, to help us kind of locate stuff
19 once we get through all this stuff.

20 MR. MELTON: Well, I've got -- I've got
21 all -- I can help them with anything I can help them
22 with.

23 MR. OPLOTHNIK: All right, Brother.

24 Hey, I love you. I know it's going to get
25 heated. We've just got to --

1 You know, I know from your perspective that
2 that was a life-changing deal. You told me. I mean,
3 I understand. I hope you -- I hope they gave you
4 20 million, to be honest. I don't care. But --

5 Oh, my gosh. Jayce's dog's yipping.

6 But we'll get through it and we'll hug it out
7 when we get through this all in a couple of years.

8 And I love you. And I -- I know you pray for
9 my family and I'm going to pray for your family.

10 okay?

11 MR. MELTON: Same here, Man.

12 MR. OPLOTRNIK: All right.

13 MR. MELTON: I love you (inaudible) --

14 MR. OPLOTRNIK: I'll talk to you later. Bye.

15 *(END OF AUDIO.)*

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CERTIFICATE

STATE OF OKLAHOMA)
) SS:
COUNTY OF TULSA)

I, D. ANN FITE, a Certified Shorthand Reporter in
and for the State of Oklahoma, do hereby certify that
the above and foregoing transcript of the audio
recording of the telephone call between Greg Oplotnik
and Rob Melton on August 16, 2022, is a true, correct
and complete transcript of my machine shorthand notes,
to the best of my ability.

Transcribed on August 26, 2022.

D. ANN FITE, CSR, RPR
Certificate No. 1108